SPECIAL ORDINANCE NO. S-105-93

AN ORDINANCE of the Common Council fixing, establishing and ratifying compensation for police officers of The City of Fort Wayne, Indiana, represented by The Fort Wayne Patrolmen's Benevolent Association.

WHEREAS, this Council is required to approve all collective bargaining decisions with regard to annual pay and monetary fringe benefits; and

WHEREAS, such compensation for certain members of the Police Department has been agreed to in an agreement reached by and between the City and the Fort Wayne Patrolmen's Benevolet Association, Local 15 in accordance with collective bargaining as authorized and envisioned by the City's salary ordinances, a copy of which is attached hereto and marked Exhibit "A;" and

WHEREAS, said agreement is for three (3) years, but pursuant to Indiana law, the compensation provided for therein must be annually ratified; and

WHEREAS, this ordinance is necessary to ratify, fix and establish such compensation for said police officers for the year 1994.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. Commencing January 1, 1994, said compensation shall be reflected in Addendum "B" attached hereto and made a part herof.

SECTION 2. The clothing allowance for 1994 shall be \$1,500/per year.

SECTION 3. This Ordinance shall be in full force and effect from and after its passage and any and all necessary approvals by the Mayor.

Council Member

APPROVED AS TO FORM AND LEGALITY

J. Timothy McCaulay City Attorney

ADDENDUM B TO AGREEMENT BETWEEN THE CITY OF FORT WAYNE

PATROLMEN'S BENEVOLENT ASSOCIATION, INC.
APPROVED BY COMMON COUNCIL
SPECIAL ORDINANCE NO. S-97-92

SECTION 1. Salary of a "First-Class Patrolman."

A member of the Fort Wayne Police Department shall become a "First-Class Patrolman" after completing three (3) years of service with the Department. Notwithstanding any other provision herein, a lateral transfer, upon recommendation of the Chief and with the consent of the Union, may become a First-Class Patrolman prior to completing three (3) years of service with the Department.

Beginning January 1, 1993, the salary of a "First-Class Patrolman" shall be \$27,231.36, which represents an increase of three percent (3%) over the 1992 base pay.

Beginning January 1, 1994, the salary of a "First-Class Patrolman" shall be increased by an amount equal to 4.5% + 60% of any increase of the Consumer Price Index for the North Central Region (up to a maximum Consumer Price Index increase of 5%) for the period beginning July 1, 1992, and ending June 30, 1993, of the 1993 salary of a "First-Class Patrolman." (Thus, for 1994, the maximum increase would be 7.5% over the 1993 base pay and the minimum increase would be 4.5% over the 1993 base pay.)

Beginning January 1, 1995, the salary of a "First-Class Patrolman" shall be increased by an amount equal to 4% + 60% of any increase of the Consumer Price Index for the North Central Region (up to a maximum Consumer Price Index increase of 5%) for the period beginning July 1, 1993, and ending June 30, 1994, of the

1994 salary of a "First-Class Patrolman." (Thus, for 1995, the maximum increase would be 7% over the 1994 base pay and the minimum increase would be 4% over the 1994 base pay.)

SECTION 2. <u>Salaries of Ranks Below "First-Class</u> Patrolman."

- A. A member of the Fort Wayne Police Department shall 1-1-93= 11,7%500 hold the rank of "Probationary Officer" for his or her first year of service with the Department. The salary of a "Probationary Officer" shall be eighty percent (80%) of the base pay of a "First-Class Patrolman" as established in Section 1.
- B. A member of the Fort Wayne Police Department shall 1-1-93=24,503.12 hold the rank of "Officer Step 1" during his or her second year of service with the Department. The salary of an "Officer Step 1" shall be ninety percent (90%) of the base pay of a "First-Class Patrolman" as established in Section 1.
- c. A member of the Fort Wayne Police Department shall hold the rank of "Officer Step 2" during his third year of service with the Department. The salary of an "Officer Step 2" shall be ninety-five percent (95%) of the base pay of a First Class Patrolman" as established in Section 1.

SECTION 3. Longevity Pay.

First-Class Patrolmen who have completed four or more years of service as of January 1 of any year covered by this

Agreement shall receive a longevity bonus of \$500 each year payable in a lump sum on or before January 31st of the applicable year. (This payment replaces the \$500 payment referred to in prior contracts as an educational bonus.)

SECTION 4. Retirement Fund Contributions.

In addition to any payments required under Section 1, Section 2 or Section 3 of this Agreement, the City shall make, on behalf of each member of the bargaining unit, the employee's "1925 Fund" or "1977 Fund" statutory assessment.

SECTION 5. Clothing Allowance.

Clothing allowance for bargaining unit employees shall be:

1993	-	\$1,250
1994	-	\$1,500
1995	_	\$1,500

Clothing allowances shall be paid in two (2) equal installments each year, with the first installment paid on or before May 31st of each year and the second installment paid on or before November 30th of each year.

SECTION 6. Shift Premium.

All officers assigned to B Shift shall receive a shift premium of \$700.00 per year. All officers assigned to C Shift shall receive a shift premium of \$1,400.00 per year. All shift premium shall be added to the officer's regular earnings for each pay period. Only those officers assigned to those shifts shall be paid shift premium.

SECTION 7. Detective Pay.

Detective II rating and bonus shall be given to all members of the bargaining unit who are classified as Detectives and who have completed two (2) years of service in the Investigative or Narcotics Division. Detective II bonus shall be \$300.00 per year, added to the officer's regular earnings for each pay period. Only those members assigned as Detectives and who qualify for the Detective II rating shall be paid Detective Pay and only for such period as they continue to be so assigned.

SECTION 8. Health Insurance.

The City agrees that the group insurance benefits enumerated under the City's current self-insured basic \$250 deductible plan currently administered by Aetna shall be extended to all bargaining unit employees. The benefits shall remain in full force and effect during the term of this Agreement, subject to the following co-payments:

CATEGORY OF COVERAGE

AMOUNT (1993 & 1994)

Individual Individual Family	one	dependent		\$25/month \$40/month \$62/month
Family			•	4/

In 1995, the co-payments shall be the amount charged to non-union City employees subject to the following maximums:

CATEGORY OF COVERAGE

CAP

Individual		\$37.50/month
Individual plus one dependent		\$60.00/month
Family	•	\$93.00/month

Members of the bargaining unit may participate in any other group health plan available to non-union City employees at

the co-payment rates charged to such employees. The City further agrees that the dental plan deductible pertaining to teeth cleaning shall continue to be reimbursed as it was in 1988.

Members of the bargaining unit who <u>retire</u> after January 1, 1994, shall have twenty percent (20%) of their group health insurance premiums paid by the City if the member elects to continue health insurance coverage as provided by I.C. 5-10-8-2.2. However, retirees are not eligible for the teeth cleaning program available to members unless the retiree pays the full cost of such cleanings.

SECTION 9. Tuition Reimbursement.

In the event the City reinstates a tuition reimbursement program during the term of this Agreement, members of the bargaining unit shall be permitted to participate in any such plan subject to the terms and conditions of any such plan.

NOTE: The provisions of this Agreement that have a fiscal impact for the years 1994 and 1995 are subject to reapproval by the Common Council. The City Administration agrees to propose budgets for the years 1994 and 1995 sufficient to cover the fiscal impact of this Agreement.

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Dated this day of	, 199
FOR THE CITY:	FOR THE UNION:
Payne Brown, Director of Public Safety	Michael Jacoby, President
T. Neil Moore, Chief of Police	Jeffrey Burkholder, Vice President
Approved by the Board of S.	afety this day of
· · · · · · · · · · · · · · · · · · ·	Charles Weinraub, Chairman
	Hana Stith, Member
	Donald Stedge, Member

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Building, Fort	t Wayne, Indi	ana, on , 19	, at	_, the o'clock /	, day / M., E.S.T.
DATED:	12-1		1		ened
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GiaQUINTA					
HENRY	Secretary control of the control o	_			
LONG					
LUNSEY					
RAVINE	***				- AV.
SCHMIDT					
TALARICO					
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on the	28th day	y of lea	ecen fer	, 19 43	
	ATTEST:		(SEAI	1)	
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SANDRA E. KENN	HEDY, CITY CL	ERK	PRESIDI	NG OFFICER	
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the	29 Th	day o	f_ Aleen	g bes	, 19 <i>55</i> ,
at the hour of	·	'30 o'c	lock <u> </u>	M., E.S.T.	
	•			Les & K	
			SANDRA	E. KENNEDY, CIT	Y CLERK
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_	the hour of				0
			Y		
		•	PAUL HEL	MKE, MAYOR	



A 93-12-24

MEMORANDUM

LAW DEPARTMENT

TO:

MEMBERS OF COMMON COUNCIL

FROM:

J. TIMOTHY MCCAULAY, CORPORATION COUNSEL

DATE:

December 8, 1993

SUBJECT:

SALARY INCREASE/1994

PATROLMEN'S BENEVOLENT ASSOCIATION

Common Council previously ratified and passed the PATROLMEN'S BENEVOLENT ASSOCIATION Agreement for years, 1992, 1993, 1994 and 1995 by Ordinance S-97-92 and Addendum B to the Agreement by Ordinance S-11-93.

The attached Ordinance ratifies and fixes the negotiated 1994 compensation rates for police officers of The City of Fort Wayne represented by the Patrolmen's Benevolent Association as reflected in Addendum "B" attached to the ordinance; and increases the clothing allowance to \$1,500/yr.





Admn	Appr	
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DIGEST SHEET

TITLE OF ORDINANCE: Approving negotiated rate increase for police patrolmen covered by the Patrolmen's Benevolent Association, Inc. (PBA) for the year 1994.

DEPARTMENT REQUESTING ORDINANCE: Human Resources (12/10/93)

SYNOPSIS OF ORDINANCE: Section 1. Beginning January 1, 1994, the salary of a "First-Class Patrolman" shall be increased by an amount equal to 4.5% + 60% of any increase of the Consumer Price Index for the North Central Region for the period beginning July 1, 1992, and ending June 30, 1993, of the 1993 salary of a "First Class Patrolman."

Thus, 4.5% + (60% of CPI increase from 7/92 thru 6/93 = 2.9% x 60% =) 1.74% = 6.24% x (1993 rate of) 27,231.36 = 1,699.24 + 27,231.36 = 1994 rate of \$28,930.60.

Also, the <u>Clothing Allowance</u> for bargaining unit employees in 1994 shall increase from \$1,250 to \$1,500.

EFFECT OF PASSAGE: 6.24 percent wage rate increase over 1993 rates.

EFFECT OF NON-PASSAGE: Rates remain at 1993 levels.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS): Straight-time cost of rate increase = \$418,949. (Based upon 12-1-93 figures of 249 employees @ \$3,215.48/hr x 2088 = \$6,713,923 annual straight time cost x 6.24% = \$418,949.)

Cost of clothing allowance increase = $(249 \times \$250) \$62,250$.

Table 11. Consumer Price Index for All Urban Consumers (CPI-U): Regions ', by expenditure category and commodity and service group

		Northeast	ast		North Central			South			West	
Group	Index	-	– કૂં કું દુ∣	Index	Percent change from—	gent	Index	Percent change from	S G H	Index	Percent change from—	ge
Expenditure category	1993	3 1992	1993	1993	1992	1993	1993	1992	1993	1993	7661	990
All items	151.2 238.1	2 2.9	0.3	140.0 227.7	2.9	, e <u>1</u>	140.8 228.5	3.0	1 9	146.0 235.9	1 3.1	0.0
Food and beverages	145.3 144.6 144.4 161.9 127.8 159.0	₩ 6 4 ₩ 6 ₩ 6 ₩ 6 ₩ 6 ₩ 6 ₩ 6 ₩ 6 ₩ 6 ₩	رراج رحاط	138.3 137.5 136.7 156.5 134.1 129.0 147.5	1 1 4 4 5 1 1 2 2 1 4 4 6 6 1 4 4 6 6 1 4 4 6 6 1 4 6 6 6 1 4 6 6 6 6	1.1. 1.0.1.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.1.0.0.0.0.0.0.	138.5 138.0 134.8 149.7 129.4 129.4 129.4 129.7	220 220 220 27 27	440000000000000000000000000000000000000	142.6 141.4 141.7 141.7 159.5 137.3 135.5 137.8	224 100 100 100 100 100 100 100 100 100 10	-1.1 -1.1 -7.4 -7.4
Other food at home	137.2 139.5 139.6 124.4 148.4 146.9 153.6		****	127.4 130.4 126.3 110.7 140.9 139.2 147.9	1.9 1.9 1.9 1.9	22226	127.0 128.4 125.5 111.7 140.7 144.6 143.4	1.5.5.4.3.6.5	d = d d 4 = =	130.6 136.3 131.0 111.5 144.8 141.4	-2.6 -2.6 -2.7 -2.0 1.3	မ်မေမေမ်း
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Homeowners' costs '	182.6 183.6 142.3 157.2 121.4 117.2	0 0 0 0 4 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		153.4 125.5 130.6 119.6	322 329 399	1 4 4 4 6 6 5 7 4 7 4 7 4 7 4 7 4 7 4 7 4 7 4 7 4 7	140.2 124.8 122.9 127.8 129.1	1 C C C 4 C C	4 2 2 4 2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3	165.3 127.8 128.2 130.4	v 22	142
Fuel oil and other household fuel commodities Fuel oil	<u> </u>	_	-1.6		4.5	1.9	98.2 88.0 127.5	1.5.1.	-6-	97.7 104.7 112.3	2225	6 7
Gas (piped) and electricity (energy services) Electricity					4.9 12.8 27	5.4 1.3	123.1 126.5 111.6	4.3 10.1 3.7	. 55 	128.2 142.2 112.5 141.5	2.0 2.1 1.7 2.6	- 3 2 1 3 2 2 1
Other utilities and public services	121.0 106.4 139.6 138.2		- ຜິດບໍ່ຜິດບໍ່ ວິດໄດ້ປະຕິ ວິດໄດ້ປະຕິ	117.4 106.6 135.7 130.9	1.5 1.5 1.5		119.8 112.8 120.2 139.2	23.98	ဝင်္ချာပြင်	118.4 108.6 130.4 133.4	1.4 1.8 3.8	1 1 1 2 2 2 4 4
Apparel and upkeep	126.8 123.3 120.4 122.1		.5 -1.2 .5 -1.4 .3 -2.4		.9 .8 1.7	6-1-30	145.1 142.3 136.5 149.6	3 5 5 5 6	-2.6 -2.4 -3.9	124.6 121.2 119.9 115.3	21.7	-2.7 -2.7 -2.9
Footwear	11 12 3		-3.6 -3.2 -3.2 -3.2 -3.2 -3.2 -3.2	132.6 119.0 138.9	1.8	5, 50, 50	126.8 152.9 161.4	2.3	-1.5 -3.1	117.0 151.9 147.0	1.0	-2.4 .0
Fransportation	9 12 12 13	131.6 127.7 129.3 128.3 135.6 97.3	2.2.1 2.2.2 1.9 1.6 2.3 2.3 2.3 2.3 2.3	127.5 125.0 130.5 128.0 133.1	2.2 1.3 3.0 2.4 9.5	122112	129.3 128.1 136.2 136.4 135.9 98.6	2.6 1.9 2.7 2.8 8.8	d & L L & 4	133.0 129.9 132.0 130.8 133.0 104.3	-2.6 -2.6 -2.6	0 1 1 0 0 0 0 0 d
Gasoline, leaded regular	154 154 168		-4.8 1.0 -3.5 .8 -2.4 .0 -1.7 -1.6 -1.7 -1.6	······································	15.14.2 15.14.2 15.14.2		95.1 102.9 142.7 161.5 104.6 177.1	-2.5 -1.4 3.0 1.6 -1.1 2.1		102.1 106.0 150.4 156.3 101.5 168.7	-3.5 -1.7 -1.5 -1.5 13.9	နေတဲ့ ထိန်းကိန်းကိ

Table 11. Consumer Price Index for All Urban Consumers (group—Continued (CPI-U): Regions ¹, by expenditure category and commodity and service

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(1982-84 = 100, unless otherwise noted)

Group Expenditure category	Index June 1993	Percent change from— June M 1992 19	nge May 1993	Index June 1993	chang from- June 1992	Percent change from— ne May 92 1993	Index June 1993	Perce chang from- June 1992	Percent change from— May 92 1993	1	Index June 1993
Expenditure category											
Medical care	208.6 197.9 210.9 194.7	5.7 5.6 5.8 4.7		194.9 197.2 194.6 178.4	5.1 5.1	0 4 & 4 d	198.5 190.5 200.4 184.3		5.9 2.3 6.7	5.9 0.5 2.3 .4 6.7 .4 5.1 .3	7739
EntertainmentEntertainment commoditiesEntertainment services	. 151.0 . 134.2 . 169.8	2.4 2.1 2.7	હે બે 4	143.4 135.3 153.6	2.4 2.0 2.7	44ω	141.9 130.2 156.8		2.9 2.7 3.1	2.9 .6 2.7 .5 3.1 .8	
Other goods and services	203.4 235.6 150.0	6.5 5	∸မယ်မံ	187.6 236.3 134.7 199.4	6 3 8 6 5 → 3 3		185.7 225.7 134.1 203.4		5.6 5.8 6.7	5.6 -1.1 5.8 -1.1 5.7	7000
Commodity and service group											
All items	151.2	2.9	ω	140.0	2.9	<u>.</u>	140.8		3.0	3.0 .1	3.0 .1 146.0
CommoditiesFood and beverages	131.9	1.5	. ι. ι. ω ω	130.0	2.1	10.00	131.9 138.5		2.0		5 131 4 142
Commodities less food and beveragesNondurables less food and beverages	122.9	. 5 %	, i	125.1 128.5	1.6	-1.3	127.9 131.2		. 4 . 6		-1.5 124 -1.2 128
Apparel commodities Nondurables less food, beverages, and apparel	123.3	2.0	ا 4 4 c	126.4 131.8	ນ <u>1</u> .	- 5-1	128.9		» <u>-</u> -		-3.0 2 134
Services	170.9	3.9	.7	150.9	3.9	.7 ;	150.5		4.0		.6 159
Aent of shelter 2	183.8	3.0	2.0	153.9 129.9	. ω ω - 4		143.5 137.0		3.7		1.9 139
Transportation services	164.4 210.9 187.8	4.8 4.8	200	194.6 196.2	4.3 7.1 4.7	44.0	200.4 171.7		6.7 4.8	6.7 .4 4.8 .5	
Special indexes				111111111111111111111111111111111111111							
	152.6 143.3	23.1 9	Ю (Jn	140.4 137.4	2.8	- မ	141.3 141.6		3.2		ο'n
All items less homeowners' costs 2	149.8	2.8	ω ' 'ω	140.8	v !v	<u></u>	144.9 137 1		2 3 2 -1	3.3	<u></u>
Commodities less food	124.2	1 1 1	1 1	126.0	! !	-1.6	128.4		5 60		
Nondurables less food and apparel	131.2		ı i 4 4	132.6	1 1 i	-1 -1 -1	129.3 135.0		1.3	1.31	 80
Nondurables Services less rent of shelter ²	171.5	4 -	1 (2) 1	156.0	4 -	9 60 6	163.7		4.7		ு ம்
Services less medical care services	167.5 103.8	.3 .3 .3	2.2	146.8 104.2	3.5 .7	2.2	145.0		-1 3 -3 6		2.4
All items less energy	157.7	s ω s – i	ا د د	145.3	. ω 		145.5		ω ω 		<u></u>
All items less food and energy Commodities less food and energy commodities	·	2.0	, L	134.2	22.4	. i	137.2		2.4		7 . 6
Services less energy services	94.5	3.9	ion io	155.5	3.8	<u>ا</u> د د	153.6		4.0		ťω

indexes on a December 1982=100 base.

Data not available.

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	710				

REPORT OF THE COMMITTEE ON FINANCE

ARCHIE L. LUNSEY & DONALD J. SCHMIDT - CO-CHAIRPERSONS HENRY, EDMONDS, LONG

WE, YOUF	R COMMITTEE	ON	FINANCE		TO WHOM WAS
fixin offic	g, establi ers of The	shing and City of I	(RESECUTION) ratifying co fort Wayne, I nen's Benevol	mpensation : ndiana, rep	for police resented
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DATED: 12-28-23